

Performance Based Goal-Setting

Give 100%

THE BACKGROUND

PSYCHOLOGICAL STUDIES HAVE PROVEN WHAT WE KNOW TO BE TRUE. TOO MUCH STIMULATION, STRESS, PRESSURE PUTS US IN A POSITION WHERE PERFORMANCE BECOMES EXTREMELY DIFFICULT, IF NOT IMPOSSIBLE. IRONICALLY, THE STUDIES ALSO INDICATE THAT TOO LITTLE PRESSURE ALSO PRODUCES POOR RESULTS. WE TEND TO OPERATE BEST AGAINST COMPETITION THAT IS CHALLENGING BUT NOT OVERWHELMING.

FOR YOUR HIGH SCHOOL TEAM TO GO UP AGAINST THE NEBRASKA CORNHUSKERS OR THE GREEN BAY PACKERS, THE RESULTS WOULD NOT BE PRETTY. THEY WOULD BE GREATLY OVERMATCHED AND THEIR PERFORMANCES WOULD NOT BE THEIR BEST. LIKewise, IF YOUR TEAM WOULD GO UP AGAINST THE LOCAL POP WARNER TEAM, I'M SURE THEY WOULD WIN, BUT PROBABLY NOT WITH THEIR BEST PERFORMANCES.

THE REASONS WE HAVE CLASSIFICATIONS IN HIGH SCHOOL (AND COLLEGE) IS TO PUT TEAMS ON A LEVEL COMPETITIVE PLAYING FIELD. FOR A SCHOOL WITH A STUDENT BODY POPULATION OF 250 TO PLAY AGAINST A SCHOOL WITH A STUDENT BODY OF 1800 IS NOT ONLY NOT FAIR; IT CAN BE DANGEROUS. WITH A GOOD CLASSIFICATION SYSTEM THE STATE TRIES TO PLACE SCHOOLS IN CHALLENGING BUT NOT OVERWHELMING SITUATIONS.

IN THIS SITUATION ATHLETES CAN PERFORM AT HIGH LEVELS BUT NOT BECOME INJURED (FROM A GROSS MISMATCH). ATHLETES WHO ARE PERFORMING IN SUCH A FASHION ARE OPERATING IN THEIR BEST "FLOW ZONE" OR THEIR BEST "OPTIMAL PERFORMANCE ZONE." PERFORMANCES MADE WHILE AN ATHLETE IS IN HIS ZONE SEEM TO FLOW. HE IS ON. HE'S UNCONSCIOUS, WHICH IS ACTUALLY TRUE. HE HAS ALLOWED THE CONTROL OF HIS PERFORMANCE TO MOVE FROM THE CONSCIOUS TO THE UNCONSCIOUS SIDE OF THE BRAIN. THE ATHLETE HAS PUT SO MUCH INTO HIS PREPARATION THAT HIS PERFORMANCE SEEMS EFFORTLESS, THE SO-CALLED "GRACE UNDER PRESSURE." THE ZEN GOAL OF "EFFORTLESS EFFORT" IS ACHIEVED. THE "RUNNERS HIGH" IS WELL DOCUMENTED AND VERY SIMILAR TO WHAT WE ARE DISCUSSING.

THERE ARE TIME WHEN PRACTICE, PREPARATION, MIND-SET, AND EVENTS SEEM TO CONVERGE AND THE PERFORMANCE BECOMES SPECTACULAR LIKE JOHNSON'S OLYMPIC PERFORMANCES, BEAMON'S MEXICO CITY LONG JUMP, MARIS' 61 IN '61, REICH LEADING THE BILLS TO THE BIGGEST NFL COMEBACK EVER OVER THE OILERS AND OTHER ELECTRIFYING AND AMAZING PERFORMANCES.

THESE PERFORMANCES ARE NOT PREDICTABLE. WE CANNOT "WILL" THEM TO HAPPEN, BUT WE CAN ORCHESTRATE THE ANTECEDENT CONDITIONS SO THAT THEY CAN HAPPEN. A RUNNER DOES NOT PREPARE TO GO ON HIS DAILY RUN AND THINK TO HIMSELF, "I AM NOW GOING OUT AND HAVE A 'PEAK PERFORMANCE' EXPERIENCE." THROUGH DAILY

TRAINING, DEDICATION AND COMMITMENT ONE CAN BE ASSURED THAT SUCH AN EXPERIENCE WILL OCCUR, EVENTUALLY.

THE MYTH

THIS BRINGS US TO THE MYTH OF 110% WE HAVE ALL HEARD IT IN OUR PLAYING DAYS. MANY OF US ARE GUILTY OF LAYING IT ON TEAMS OR INDIVIDUALS, "YOUR HAVE TO GO OUT THERE AND GIVE US 110% ALL THE TIME." WOULD ANY OF THESE COACHES RUN THEIR CAR 10% BEYOND THE RED LINE ON THEIR TACHOMETER? OF COURSE THEY WOULDN'T. THE CAR WOULD BLOW-UP. BLOWN ENGINES DO NOT ENABLE GOOD PERFORMANCES.

AT ANY GIVEN TIME 100% IS ALL THAT ANYONE CAN GIVE. THAT'S TOTAL CAPACITY - 100% IS ALL THERE IS. THERE IS NOT ANYMORE. DO WE REALLY WANT OUR ATHLETES OPERATING AT 100% CAPACITY ALL THE TIME? A 100% PERFORMANCE PUTS OUR TEAMS RIGHT ON THE EDGE. PERFORMANCE AT 100% MEANS WE ARE CONSTANTLY ON THE RED LINE, AND OPERATING ALL THE TIME ON THE RED LINE IS DANGEROUS.

WE PERFORM BEST WHEN OPERATING AT 85-95% CAPACITY. WHEN ALL THINGS ARE IN TUNE, PERFORMANCE FLOWS WITHOUT EXTREME LABOR. TO INCREASE OUR PERFORMANCE OVER TIME, WE MUST PRACTICE, TRAIN, AND PREPARE FOR THE NEXT CONTEST, THE NEXT SEASON. PERFECT PROPER PRACTICE PROMOTES PROPER PERFORMANCE. IF WE HAVE SOMEONE LIFTING WEIGHTS TODAY AND THEIR MAXIMUM 1 REP LIFT IS 250 POUNDS, IS HE GOING TO BE ABLE TO LIFT 110% (275 POUNDS) TODAY? ABSOLUTELY NOT! HIS 1 REP MAX IS 250. WITH TRAINING, HOWEVER, IN PREPARATION FOR THE FOLLOWING SEASON HE SHOULD NOT ONLY PASS THE 275 MARK BUT REASONABLY SHOULD GET TO THE 310-320 MARK IN A YEAR'S TIME. OBVIOUSLY ATHLETES WHOSE BENCH PRESS IS 315 (A 126% PERFORMANCE) HAVE DIFFERENT PERFORMANCES THAN THOSE WHO BENCH 250.

INSTEAD OF ASKING OUR ATHLETES FOR 110% PERFORMANCES, WE SHOULD BE ASKING OUR ATHLETES TO DO THOSE THINGS THAT MAKE FOR BETTER PERFORMANCE ZONES: TRAINING, CONDITIONING, NUTRITION, STUDY, AND PRACTICE.

1) WHAT ARE ACTIVITIES THE ATHLETE CAN COMMIT TO ON A DAILY BASIS?

- BE IN SCHOOL EVERYDAY
- ALWAYS HUSTLE
- BELIEVE IN HIMSELF
- START A LIFTING PROGRAM
- BE HONEST

2) WHAT ARE PERFORMANCE GOALS THE ATHLETE CAN STRIVE TO ACHIEVE?

- RUNNING A 5.0 40 YARD DASH
- A VERTICAL JUMP OF 20"
- A 2.5 GPA
- KNOW ALL ASSIGNMENTS
- START ON SPECIAL TEAMS

AS THE ATHLETE WORKS HIS WAY THROUGH THE PROGRAM YEAR BY YEAR, HE SHOULD BE EXHIBITING MORE AND MORE OF THOSE BEHAVIOR WHICH TAKE HIM AND HIS TEAM TO THE TOP.

ONE OF THE GOALS OF ALL ATHLETES IS TO BE NAMED ALL CONFERENCE OR ALL STATE. VOTING IS MADE BY OPPOSING COACHES, AND ADMINISTRATORS, THEREFORE WE DO NOT HAVE TOTAL CONTROL OVER THE SELECTION PROCESS. WHAT WE DO HAVE CONTROL OVER IS OUR OWN PERFORMANCE ZONE. WE HAVE THE ABILITY TO CREATE COMPELLING FIGURES THAT DEMAND A VOTE.

- LEAD THE DISTRICT/REGION/STATE IN RUSHING
- LEAD THE DISTRICT/REGION/STATE IN PASSING
- LEAD THE DISTRICT/REGION/STATE IN INTERCEPTIONS
- LEAD THE DISTRICT/REGION/STATE IN RECEPTIONS
- LEAD THE DISTRICT/REGION/STATE IN TACKLES

